

Questionnaire

Examine the following word sets and choose one from each set that describes you best.
When you have answered all twenty, plot your answers on the score sheet.

- | | | |
|---|---|---|
| 1. a. Persuasive
b. Fearful
c. Open-minded
d. Original | 2. a. Cautious
b. Convincing
c. Aggressive
d. Good-natured | 3. a. Docile
b. Dogged
c. Open-minded
d. Bold |
| 4. a. Charming
b. Loyal
c. Determined
d. Even-tempered | 5. a. Willing
b. Eager
c. Nervy
d. Strong-willed | 6. a. Agreeable
b. High-spirited
c. Confident
d. Even-tempered |
| 7. a. Obliging
b. Assertive
c. Precise
d. Animated | 8. a. Disciplined
b. Cheerful
c. Restless
d. Resigned | 9. a. Sympathetic
b. Persistent
c. Obedient
d. Spontaneous |
| 10. a. Competitive
b. Tolerant
c. Fussy
d. Pioneering | 11. a. Respectful
b. Jovial
c. Influential
d. Optimistic | 12. a. Generous
b. Unconquerable
c. Inspiring
d. Submissive |

13. a. Considerate
b. Brave
c. Timid
d. Adaptable

14. a. Argumentative
b. Kind
c. Nonchalant
d. Patient

15. a. Self-reliant
b. Lighthearted
c. Soft spoken
d. Trusting

16. a. Adventurous
b. Peaceful
c. Positive
d. Moderate

17. a. Cordial
b. Vigorous
c. Receptive
d. Controlled

18. a. Accurate
b. Good mixer
c. Decisive
d. Lenient

19. a. Talkative
b. Conventional
c. Outspoken
d. Satisfied

20. a. Audacious
b. Popular
c. Companionable
d. Polished

Social Styles

Answer Sheet

	Analytical	Amiable	Expressive	Driver
1	c	b	d	a
2	a	d	b	c
3	c	a	d	b
4	d	b	a	c
5	c	a	b	d
6	d	a	b	c
7	c	a	d	b
8	d	b	c	a
9	c	a	d	b
10	c	b	d	a
11	a	b	c	d
12	d	a	c	b
13	c	a	d	b
14	d	b	c	a
15	d	b	c	a
16	d	b	a	c
17	d	c	a	b
18	a	d	b	c
19	b	d	a	c
20	d	b	c	a
Total				
X 5				

Social Styles

1. **Analytical:** Analyticals tend to think things through carefully before acting and prefer not to be highly assertive in expressing their ideas and preferences. They are *"controlled"* and tend to focus on tasks, results, and an effective process more than on people. They trust facts and data more than intuition and concentrate more time on getting the job done correctly than on developing relationships. They prefer analyzing a situation, gathering relevant data, and planning the best course of action or method over quickly jumping in or responding reactively. They generally do not *"direct"* others or impose their opinions on them but are well prepared to respond if asked. They help create an orderly environment where individuals can contribute their knowledge, skills, and best thinking to ensure quality results.

2. **Driver:** Drivers tend to be highly assertive and action oriented. They are *"controlled"* and tend to focus on tasks and results more than on people and process. They trust facts and data more than intuition and may concentrate more time on seeing that the job gets done than on developing relationships. They are quick to *"size up"* a situation and prefer getting into action rather than analyzing in depth and proceeding with caution. When they've identified a preferred result or course of action, they are comfortable directing others to ensure that the desired results are achieved. Drivers can be comfortable proceeding on a base of assumptions rather than verified facts, because they are confident that they have the ability to respond quickly in complex, challenging situations.

3. **Amiable:** Amiables tend to think things through carefully before acting and prefer not to be highly assertive in expressing their ideas and preferences. They generally do not *"direct"* others or impose their opinions on them. They usually *"ask"* rather than *"tell"* when interacting with others and tend to focus on people and working in harmony more than on tasks and results. They trust and use intuition more than facts and data and focus on developing relationships as a necessary part of getting the job done. They create an accepting, humanistic climate for themselves and others and are dependable and willing contributors to team effort.

4. **Expressive:** Expressives tend to be highly assertive and action oriented. They tend to focus on people and idea-generating more than on tasks and results. They trust and use intuition more than facts and data and may concentrate more time on developing relationships than on seeing that the job gets done. They enjoy situations where there is a creative challenge and prefer jumping into things quickly rather than planning and analysis. They are highly flexible and spontaneous in responding to the demands of a dynamic situation and are able to create an inspiring, exciting climate for themselves and others. They operate quite comfortably on the basis of their emotions or intuitions and prefer remaining open to possibilities over locking in on one result or course of action.